

Advancing a Culture of Safety: Staff Driven, Evidence Based Practice Approach to Safe Patient Movement

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Problem

- Aging workforce and nursing shortage.
- 12 % of RN's leave the workforce each year due to back pain.
- Repositioning/boosting has the highest risk for injury.
- Patients experience pain, shearing forces and skin tears due to manual lifting techniques.

Question

- How should an 800+ bed, Magnet designated hospital embed safe patient movement within the organization's existing culture of safety?

Goals

- Assess exposures and risks to patients and staff.
- Investigate safe patient handling devices.
- Pilot selected devices on designated units.
- Recommend and obtain devices and educate caregivers in “culture of safety.”

Success Factors

- Reduce the number of pressure sores and patient falls.
- Reduce employee reported injuries related to patient handling and movement.
- Reduce lost work days, workers comp and career ending injuries.

Assumptions

- Employee injuries related to patient handling will increase without interventions.
- Average age of healthcare worker will increase.
- New healthcare workers will demand safer environments.

Assumptions

- Safe patient handling equipment and technology will become more available in healthcare settings.
- Patients and staff will benefit from safe patient handling programs.

Employee Injuries

- Employee Health statistics-
“boosting/repositioning” #1 injury
- Selected 6 units with highest rate of staff injuries, across all three sites, including CC, M/S and ED
- TSU, 6T, TOHU, OR, RHC-M, ED(M), 7B*

Unit Assessments

- Industrial Hygienist assisted with unit data collection.
- What type of patients on unit?
- What patient care activities are common?
- What is available?
- Where is it stored?
- When is it used/not used?
- Why is it used/not used?

Decisions

- What type of equipment is needed to support patient care activities on specific units?
- What equipment is already available?
- Host product demonstration fair- all three sites, separate days.
- 400 staff attended and evaluated equipment.

Results

- Products with favorable staff reviews chosen.
- Vendors set up equipment in mock rooms.
- Staff interacted, provided information.
- Ceiling lift vendor chosen for new tower and pilot unit.

Staff Attitudes and Beliefs

- March 2006- staff on identified high risk units completed survey (n-111).
- 93% of staff 45 years of age or older reported they or a colleague have sustained injury related to patient care.

Staff Attitudes and Beliefs

- 73% of staff on med-surg/ rehab floor responded that they would change jobs to work at a facility that provided safe patient movement devices.
- Results shared with Senior Management.

Pilot

- December 2006-TSU installed 17 ceiling lifts for 28 beds (6 private rooms , 11 semi- private rooms).
- All day training- all staff assigned to attend. “Go- live,” next day.
- Learnings- slings, laundry, constant reinforcement needed.

Phased Implementation

- \$1.4 million budgeted for ceiling lifts in new tower.
- Proactive installation plan for new construction.
- Product selection continues on units.
- Motorized stretchers/wheelchairs for transport team.

Six Month Re-survey

- “Staff Attitudes and Beliefs” on TSU, the pilot unit.
- “I get sufficient education, training and time to practice my skills regarding moving patients safely on my unit.”
- 2006-64.9%
- 2007-94.1%

Staff Attitudes and Beliefs

- “Appropriate and easy to use devices to help me effortlessly lift or move patients stop me from lifting patients.”
- 2006-43.2% agreed
- 2007- 81.3% agreed

Staff Attitudes and Beliefs

- “Use of mechanical lifts eliminates all the risk of manual lifting.”
- 2006- 32.4% agreed
- 2007-66.7% agreed

Staff Attitudes and Beliefs

- “My supervisor emphasizes the importance of safely moving patients on my unit.”
- 2006- 89.1% agree
- 2007- 100% agree

Patient Outcomes

- Falls-CY2006-rate 6.3
 - CY2007- rate 5.3 (5 months data)
- Pressure Sores- CY 2006 rate 1.5
CY 2007 rate 1.36 (5 months data)
- Note-Overall data is for entire unit- unable to extract for ceiling lift specific patients.

Staff Reported Injuries

- CY 2005- TSU staff injuries related to patient handling and movement-16
- CY2006 – 10 injuries related to patient handling and movement.
- CY2007- January- June- 2 injuries reported.
One on side of unit without ceiling lifts and the other due to staff “lifting” a patient’s legs into bed.

Embedding a Culture of Safety

- Attendance/poster presentation at national conferences.
- Incorporation of safe patient movement into orientation and recruitment activities.
- Engage point of care staff in decisions related to product selection.
- Staff champion use of lift assist devices and promote safe patient movement.

Team Development

■ Key to success:

- Senior management support.
- Identify the right people to accomplish the task.
- Personal invitations from team leader (phone calls).
- Educate, build interest and maintain momentum.

Team Members

- Terry Capuano- Sponsor*
- Molly Sebastian- Sponsor
- Anne Panik-Administrative leader
- Bonnie Kosman- Project Leader, Administrator TSU
- Beth Kessler- Director 6T
- Brenda Roccino- Designer Facilities and Construction
- Carol Guanowsky- Director Employee Health
- Charlene Smacci- Behavioral Health
- Charlotte Buckenmyer- Director ED, LVH-M
- Colette Wint-Physical Therapy
- Craig Laverty- OR Team Coordinator
- Dave Fox- Supervisor Linen Services
- Don Hougendobler- Director of Safety
- Gwen Kutzner- Behavioral Health

Team Members

- Jack Dunleavy- OD Consultant
- Jeff Myers- Supervisor Patient Transport
- Joe Pearce- Director NSICU
- Kristi Lowery- Risk Management/Pt. Safety
- Lori Yesenofski- Products Nurse
- Maryann Rosenthal- Director 7B/6K
- Michelle Maron- Infection Control Nurse
- Rita Bendekovits- Quality Manager
- Roz Whitner- Contracts/ Product Line Mgr.
- Sandy Tremblay– Physical Therapy Education Spec.
- Stephanie Pacelli- Pt Care Services Analyst
- Susan Steward- Director Nursing Education
- Tammy Straub- Director, Perioperative Services
- Tim Docherty- Safety- Industrial Hygienist
- Vicki Cunningham- Director Home Care

Questions?